

JOURNAL BROADCAST GROUP-TUCSON OPERATIONS

KMXZ/KZPT/KGMG/KFFN

Annual EEO Public File Report

June 1, 2004-May 31, 2005

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

**Account Manager Group 1**

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		2	<input type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Ad Fed	1	<input type="checkbox"/>
Other	Former Employee	1	<input checked="" type="checkbox"/>
Other	Tucson Help Wanted	5	<input type="checkbox"/>
Walk-in		1	<input type="checkbox"/>
Word of mouth	Industry/Market	3	<input type="checkbox"/>
Number of Applicants Interviewed		15	

Account Manager Group 2

Referral Source		Number of Applicants Interviewed	Hired?
Other	Tucson Career Fair	1	<input type="checkbox"/>
Other	TucsonHelpWanted	1	<input checked="" type="checkbox"/>
Other	TucsonHelpWanted	3	<input type="checkbox"/>
Word of mouth	Industry/Market	2	<input checked="" type="checkbox"/>
Word of mouth	Industry/Market	1	<input type="checkbox"/>
Number of Applicants Interviewed		8	

Account Manager Group 3

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		3	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	TucsonHelpWanted	1	<input type="checkbox"/>
Word of mouth	Industry/Market	1	<input checked="" type="checkbox"/>
Word of mouth	Industry/Market	2	<input type="checkbox"/>
Number of Applicants Interviewed		8	

Administrative Sales Assistant Group 1

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		4	<input type="checkbox"/>
Other	AZ Daily Star	7	<input type="checkbox"/>
Other	Ohio Center for Broadc	1	<input type="checkbox"/>
Other	Radio Ad	5	<input type="checkbox"/>
Other	Tucson Help Wanted	2	<input checked="" type="checkbox"/>
Other	Tucson Help Wanted	15	<input type="checkbox"/>
Other	Tucson Hisp Chamber	1	<input checked="" type="checkbox"/>
Word of mouth	Client	1	<input type="checkbox"/>
Number of Applicants Interviewed		36	

Administrative Sales Assistant Group 2

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input type="checkbox"/>
Other	Tucson Career Fair	11	<input type="checkbox"/>
Other	TucsonHelpWanted	1	<input checked="" type="checkbox"/>
Other	TucsonHelpWanted	8	<input type="checkbox"/>
Number of Applicants Interviewed		21	

Afternoon Personality-KZPT

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Other	All Access	1	<input checked="" type="checkbox"/>
Other	All Access	2	<input type="checkbox"/>
Number of Applicants Interviewed		5	

AM Show/Air Personality KZPT

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		4	<input type="checkbox"/>
Other	All Access	2	<input checked="" type="checkbox"/>

Other	All Access	5	<input type="checkbox"/>
Other	R&R	1	<input type="checkbox"/>
Number of Applicants Interviewed		12	

KZPT Mid-Day Air Personality

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		1

LAN Administrator

Referral Source	Number of Applicants Interviewed	Hired?
Word of mouth Contractor	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		1

On Air Personality/Music Director

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	2	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Other All Access	2	<input type="checkbox"/>
Number of Applicants Interviewed		7

Sports Marketing Account Manager

Referral Source	Number of Applicants Interviewed	Hired?
Other Radio Ad	1	<input type="checkbox"/>
Other TucsonHelpWanted	1	<input checked="" type="checkbox"/>
Other TucsonHelpWanted	7	<input type="checkbox"/>
Other University of Arizona	1	<input type="checkbox"/>
Number of Applicants Interviewed		10

VP/General Manager

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>

Employee Referral		5	<input type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Other	Inside Radio	3	<input type="checkbox"/>
Other	Trade Publishing Ad	2	<input type="checkbox"/>
Word of mouth	Industry	3	<input type="checkbox"/>
Number of Applicants Interviewed		15	

Grand Total

139

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Event sponsored by University of Arizona Media Arts Class to prepare students in the interview process.

Date of station participation: **June 2, 2004**

Participating employees: **Jennifer W. Nunn, Sales Manager**

Host/Sponsor of activity: **University of Arizona – Media Arts 303 Professional Practices class**

Brief description of activity and station participation:

Participated in “mock interviews” with Media Arts class. Students sent resumes and cover letters in advance of their “interview”. Met and interviewed five students in front of the class and prepared students for the job market. Our sales manager spoke with students about what to look for with interviews in general, how to prepare by looking up company information, how to dress and present yourself in interviews and answered questions the students had.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Listing of upper level opening in a job bank or newsletter of media trade.

Date of station participation: **July 16, 2004**

Participating employees: **Anne Schepp, Human Resources Manager and/or Shannon**

Spankowski, Human Resources Representative. (responsible for sending upper-level category positions out).

Host/Sponsor of activity: **Journal Broadcast Group**

Brief description of activity and station participation:

Journal Broadcast Group listed the VP/General Manager of Tucson position opening in AWRT (American Women in Radio and Television, NABJ (National Association of Black Journalists), NAB (National Association of Broadcasters), Inside Radio and NAMME (National Association of Minority Media Executives)

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:
Diversity in the Workplace Committee Meeting

Date of station participation: **November 10, 2004 and May 16, 2005**

Participating employees: **Doug Michaelis, Walker Foard, Cindy Bustamante, Roberta La Nuez , Stacey Lee (Nov 10 only), and Michael Ruiz (May 16 only)**

Host/Sponsor of activity: Journal Broadcast Group – Tucson Operations

Brief description of activity and station participation:

A committee established to ensure we provide a workplace free of discrimination, harassment and also abide by good EEO practices.

One week prior to each meeting a notice was sent out to remind all staff of the existence of this committee and to please contact any of the staff members if they had any issues or concerns.

During the meetings, each member was solicited for any suggestions they might have to make ours a better workplace, especially regarding EEO practices. They were also asked if they had observed or heard about any potential problems regarding EEO, discrimination or harassment in the workplace. There were no reports of such issues. Recommendations made during the May 16th meeting were to periodically follow-up by phone to the organizations on our Outreach list to encourage them to read our job postings. Also to add a link to our websites to show current position openings. These suggestions are being implemented.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Presentation to further the goal of disseminating information about employment opportunities.

Date of station participation: **January 2005**

Participating employees: **Jennifer Nunn, Sales Manager**

Host/Sponsor of activity: **WATT**

Brief description of activity and station participation:

Our Sales Manager attended WATT (Women at the Top) comprised of the top 100 women in their field in Tucson and spoke of Journal's employment practices and needs with other participants of this organization. Mrs. Nunn spoke specifically about our sales positions that we had open at that time.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Job Fair

Date of station participation: **January 26, 2005**

Participating employees: **Diane Frisch, GM; Jennifer Nunn, Sales manager; Cathy Green, Sales Manager; Terry Daniels, Promotions Director**

Host/Sponsor of activity: **Journal Broadcast Group – Tucson Operations**

Brief description of activity and station participation:

Job Fair was held at the Radisson Suites Tucson presented by JW Marriott Hotels and Resorts. Journal Broadcast Group had a booth set-up. We provided information about our company and job opportunities. We accepted resumes/applications and interviewed candidates during this event.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

“The Whole Enchilada” Marketing to Hispanics

Date of station participation: **February 16, 2005**

Participating employees: **Diane E. Frisch, VP & GM**

Host/Sponsor of activity: **Tucson Hispanic Chamber of Commerce**

Brief description of activity and station participation:

“The Whole Enchilada Hispanic Marketing 101” – evening sponsored by the Tucson Hispanic Chamber of Commerce to inform local media on Hispanic Marketing and for local media to network about their business and employment opportunities. Our general manager networked with the local media to inform them about Journal Broadcast Group and our employment opportunities.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Participated at the University of Arizona Communications Club

Date of station participation: **February 16, 2005**

Participating employees: **Greg Dunkin, Operations Manager**

Host/Sponsor of activity: **Communications Club – University of Arizona**

Brief description of activity and station participation:

Greg was invited by Tanya Slovin of the Communications Club at the University of Arizona to speak to club members about careers in broadcasting and opportunities at Journal Broadcast Group. Mr. Dunkin talked about jobs in communications, specifically radio and TV. He spoke of qualifications needed, employment opportunities and pay scales to expect.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Presentation to further the goal of disseminating information about employment opportunities

Date of station participation: **February 21, 2005**

Participating employees: **Jennifer Nunn**

Host/Sponsor of activity: **Journal Broadcast Group – Tucson Operations**

Brief description of activity and station participation:

Jennifer Nunn represented Journal Broadcast Group at the ADDY AWARDS which honor Creative and Excellence in the Advertising and Marketing industry. Ms. Nunn networked and talked about our organization and employment opportunities with participants.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:

Presentation to further the goal of disseminating information about employment opportunities.

Date of station participation: **April 29, 2005**

Participating employees: **Jennifer Nunn, Sales Manager**

Host/Sponsor of activity: **Journal Broadcast Group – Tucson Operations**

Brief description of activity and station participation:

Jennifer Nunn represented Journal at the 60th anniversary celebration of Tucson ADFED of which she is President. This organization is comprised of media groups including print, television, radio, agencies as well as local business owners. Jennifer networked and spoke of employment opportunities available in Sales.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet:
Intern Program

Date of station participation: **all year round**

Participating employees: **Promotions Department**

Host/Sponsor of activity: Journal Broadcast Group – Tucson Operations

Brief description of activity and station participation:

We currently have three interns working in our Promotions Department. Two attend the University of Arizona and one attends Pima Community College. All of our internships are non-paid and are for college credit. Each intern receives hands-on experience and education in the department which they are interning.

Duties include setting up and hosting our remote broadcasts. This includes greeting our advertisers and listeners that attend the broadcasts. They are also trained on the operation and setup of remote broadcast equipment, stocking and unloading merchandise from our vans before and after remotes. There is also exposure to paperwork including contest winner forms, coordinating with our on-air staff and attending promotion meetings.

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Arizona Broadcasters Association XXX- Requested to be added 2/2/05					Post openings at www.arizonabroadcasters.org or www.careerpage.org		Account Manager Group3, Sports Marketing Account Manager
Arizona Department of Economic Security	5441 E. 22nd Street	Tucson, AZ 85711-5405	584-8226 x 228		DDennis@Mail.de.state.az.us Gminnick@azdes.gov (added 1/5/05)	Job Service	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Arizona Department of Economic Security	3055 N. 1st Avenue	Tucson, AZ 85719			Fneill@mail.de.state.az.us	Fiona Y. Neill	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Arizona Department of Economic Security, Removed from list 5/4/05, e-mails were returned	316 W. Ft. Lowell Road	Tucson, AZ 85705			Jsports@mail.de.state.az.us, Jsports@AZdes.gov (changed as of 2/21/05)	Jackie Sports	Account Manager Group1, Account Manager Group2, Account Manager Group 3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
BLACK WOMEN'S TASK FORCE	P.O. Box 16633	Tucson, AZ 85732	(520) 296-5370		blkwtf@aol.com	Annie Sykes, Pres	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Brown College XXX- Requested to be added on 12/20/04	1440 Northland Drive	Mendota Heights, MN 55120	651-905-3465	651-905-3555	rewanga@browncollege.edu	Rebecca Ewanga	Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group2, Sports Marketing Account Manager
CHAPARRAL CAREER COLLEGE, INC	4585 E. Speedway, Suite 204		(520) 327-6866		Fmaish@Chap-col.edu, Frank@Chap-col.edu (new contact as of 1/5/05)		Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Jackson Employment Center XXX-Requested to be added on 4/04	POB 42861	Tucson, AZ 85733	(520) 838-3300 ext. 3304		Zorro@Dakotacom.net		Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Journal Broadcast Group-Corporate	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301	414-967-5400	sspankowski@journalbroadcastgroup.com	Shannon Spankowski	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Minority & Women-Owned Business Services	3800 N. Central Ave. Bldg D	Phoenix, AZ 85012	(800) 542-5684		Lydia@azcommerce.com	Arizona Dept. of Commerce	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
N.A.A.C.P	2160 North 6th Avenue		(520) 622-8277		Clarence540@aol.com		Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager

Ohio & Illinois Center for Broadcasting XXX-requested to be added 4-03	9000 Sweet Valley Drive	Valley View, Ohio 44125	(216) 447-9117		gary@beonair.com	Gary James, National Placement Director	Account Manager Group1, Account Manager Group 2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Pascua Yaqui Tribe	7474 S. Camino de Oeste	Tucson, AZ 85746		883-5036	NicholSoza@Pascuayaquiritribes.org	Nichol Soza	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Pima County Community Services					Aburrola@csd.co.Pima.AZ.US	One Stop Program	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Project PPEP	802 E. 46th Street	Tucson, AZ 85713	(520) 622-3553	622-7079	smarsett@ppep.org	Attn: Human Resources	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
TUCSON AMERICAN INDIAN CHAMBER, Removed from list 11/23/04, e-mails were returned	P.O. Box 1342	Tucson, AZ 85701	(520) 325-6110	(520) 325-6150	Dwelsh@taicc.org	Dennis Welsh, President	Account Manager Group1, Administrative Sales Assistant Group1, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager
Tucson Hispanic Chamber of Commerce	823 East Speedway Boulevard	Tucson, AZ 85719	620-0005	620-9685	president@hispanicchambertucson.org rep@thcc.us (new contact added 4/6/05)		Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Tucson Indian Center	705 North Main Avenue, POB 2307	Tucson, AZ 85702			benmcabe@hotmail.com		Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
Tucson Job Corps	901 S. Campbell	Tucson, AZ 85719	(520) 792-3015 x9186		wilkinsc@jcdc.jobcorps.org		Account Manager Group1, Account Manager Group2, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager
Tucson Urban League	2305 S. Park Avenue	Tucson, AZ 85713			DonnaBakerx@hotmail.com	Donna Bakerx	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
University of Arizona	1303 E. University Boulevard, Building 19, Suite 411	Tucson, AZ 85721			careerservices@arizona.edu	Career Services, Career Information Center	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality-KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager

Recruitment Sources Utilized During Reporting Period

University of Arizona	P. O. Box 21018	Tucson, AZ 85721	626-9824		mbsa@clubs.arizona.edu career@Eller.Arizona.edu (new contact 1-7-05)	Eller Career Resource Center	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality- KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
University of Colorado at Boulder XXX- Requested to be added 4/04	1511 University Ave.	Boulder, CO 80309- 0478	303-492-0460	303-492-0969	Elizabeth.gaeddert@colorado.edu	Beth Gaeddert, Director Career Services and External Affairs	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality- KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
University of Iowa XXX-Requested to be added 5/27/03	24 Phillips Hall	Iowa City, Iowa 52242	(319) 335- 1024	319-335-1029	sherry-hingtgen@uiowa.edu , Changed to https://www.myinterfase.com/uiowa/ /employer/ on 2/2/05	Sherry Hingtgen, Christine Wells, changed contact on 2/02/05	Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality- KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager
University of Wisconsin-Oshkosh Radio, TV & Film XXX-Requested to be added 11/30/04					folker@uwosh.edu	Al Folker	Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group2, Sports Marketing Account Manager
YWCA of Tucson	738 North Fifth Avenue, Suite 110	Tucson, AZ 85705-8400	884-7810	884-5205	Info@ywcatuscon.org		Account Manager Group1, Account Manager Group2, Account Manager Group3, Administrative Sales Assistant Group1, Administrative Sales Assistant Group2, Afternoon Personality- KZPT, AM Show/Air Personality KZPT, LAN Administrator, On Air Personality/Music Director, VP/General Manager, Sports Marketing Account Manager

These sources were utilized in addition for the following job positions during this reporting period.

<u>Organization</u>	<u>Method</u>	<u>Address</u>	<u>Phone</u>	<u>Email/Fax</u>	<u>Contact</u>	<u>Positions</u>
Tucson Help Wanted	web posting	PO Box 95000-1630, Philadelphia, PA 19195	800-365-8630	www.tucsonhelpwanted.com		Account Manager Group 1, Account Manager Group 2, Account Manager Group 3, Administrative Sales Assistant Group 1, Administrative Sales Assistant Group 2, Sports Marketing Account Manager
All Access	web posting			www.allaccess.com		Afternoon Personality-KZPT, AM Show/Air Personality KZPT
KZPT/KMXZ/KGMG/ KFFN	radio ad	3438 N. Country Club Tucson, AZ 85716	520-795-1490	jnunn@journalbroadcastgroup.com or mdonovan@journal-broadcastgroup.com	Jennifer Nunn or Michael Donovan	Administrative Sales Assistant Group 1
KFFN	radio ad	3438 N. Country Club Tucson, AZ 85716	520-795-1490	jnunn@journalbroadcastgroup.com or mdonovan@journal-broadcastgroup.com	Jennifer Nunn or Michael Donovan	Sports Marketing Account Manager
KZPT	radio ad	3438 N. Country Club Tucson, AZ 85716	520-795-1490	jnunn@journalbroadcastgroup.com or mdonovan@journal-broadcastgroup.com	Jennifer Nunn or Michael Donovan	Account Manager Group 1
Inside Radio	e-mail	365 Union St. Littleton, NH 03561	603-444-5720	info@insideradio.com		VP/General Manager
NAMME	e-mail	1921 Gallows Rd. Vienna, VA 22182	703-893-3622	gjasik@namme.org	Garbo Jasik	VP/General Manager
AWRT	e-mail	8405 Greensboro Dr. # 800, McLean, VA 22102	703-506-3290	mmlowe@awrt.org	Melissa Lowe	VP/General Manager
NAB	web posting	1771 N. Street NW Washington, DC 20036	202-429-5300	nab@nab.org		VP/General Manager
NABJ	web posting	8701-A Adelphi Rd. Adelphi, MD 20783	301-445-7100			VP/General Manager
AZ Daily Star	fax			(520) 573-4294		Administrative Sales Assistant Group 1
R&R		2049 Century Park East, 41st Floor, Los Angeles, CA 90067	310-553-4330	www.radioandrecords.com		AM Show/Air Personality KZPT